

Department of the Interior
BUREAU: U.S. FISH AND WILDLIFE SERVICE
* Equal Opportunity Data Required to be Posted by the
<b>NO FEAR ACT</b>
P.L. 107-174

**Reporting Period:** FY 2001-2005

**Point of Contact:** Lisa M. Sizemore

<b>Formal Complaints</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>
# of complaints filed	34	28	31	33	30
# of individual filers	33	25	28	27	29
# of repeat filers	1	3	3	3	1

<b># of Complaints by Basis of Discrimination</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>
Race	16	8	18	13	8
Color	0	0	4	3	4
National Origin	1	2	4	2	3
Sex	20	15	17	14	11
Religion	2	0	3	1	0
Disability	9	11	17	1	2
Age	7	11	23	13	4
Reprisal	19	14	25	19	14
Non-EEO	0	1	0	3	0

<b># of Complaints by Issues of Alleged Discrimination</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>
Appointment/Hire	0	0	7	4	5
Assignment of Duties	4	0	14	6	2
Awards	0	0	3	1	2
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action				8	3
Demotion	0	0	0	1	0
Reprimand	0	0	2	3	2
Suspension	2	0	1	2	0
Removal	0	0	0	1	1
Other: Placed on Administrative Leave	0	0	0	1	0
Duty Hours	0	4	0	0	0
Evaluation/Appraisal	0	0	9	4	4
Examination/Test	0	0	0	0	0
Harassment				11	11
a. Non-sexual	19	20	23	10	10
b. Sexual	2	0	1	1	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	3	5	1
Promotion/Non-Selection	26	21	11	8	3
Reassignment				4	1
a. Denied	0	0	4	3	1
b. Directed	0	2	2	1	0
Reasonable Accommodation	1	0	0	2	2
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	1
Termination	7	14	4	2	1
Terms/Condition of Employment	7	0	16	7	7
Time & Attendance	6	0	3	5	4
Training	0	0	5	3	0
Other: Constructive Discharge	0	0	0	0	3

**\* Based on best available data**

<b>Average Processing Time of Pending Complaints -</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>
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**1. All complaints pending during fiscal year**

	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	40	166	41	168	43	134	56	155	49	149
Final Agency Action	20	855	23	710	33	652	28	80	29	42

**2. Complaints in which a hearing is not requested**

Investigation	2	137	10	325	5	125	20	142	14	127
Final Agency Action	10	104	18	93	12	117	19	94	9	88

**3. Complaints in which a hearing is requested**

Investigation	1	351	0	0	1	204	35	164	27	173
Final Agency Action	10	18	2	10	14	18	9	35	16	29

	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005	
# OF COMPLAINTS DISMISSED	#	APT	#	APT	#	APT	#	APT	#	APT
	4	446	5	119	9	959	3	24	1	23

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003.

- APT calculated using total processing days.

**Number of Complaints Filed Prior to Fiscal Year**

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Pending Complaints Filed Before Fiscal Year	62	64	53	38	33
Number of Individuals	40	46	47	31	27
Number in Investigations	10	23	16	8	33
Number in FAD	10	6	3	11	25

**Complaints Pending in Current Fiscal Year**

Number of Investigations over 180 days	14	17	10	17	9
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# FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

	with a hearing FY 2001	without hearing FY 2001	with a hearing FY 2002	without hearing FY 2002	with a hearing FY 2003	without hearing FY 2003	with a hearing FY 2004	without hearing FY 2004	with a hearing FY 2005	without hearing FY 2005
TOTAL			0	0	0	1	2	0	0	0

# BASES

Race				#: 1 %: 100			#: 1 %: 100			
Color							#: 1 %: 100			
National Origin										
Sex										
Religion					#: 1 %: 50					
Disability										
Age										
Reprisal					#: 1 %: 50		#: 1 %: 100			
Non-EEO										

# ISSUES

Appointment/Hire
Assignments of Duties
Awards
Conversion to Full Time
Disciplinary Action
Demotion
Reprimand
Suspension
Removal
Duty Hours
Evaluation/Appraisal
Examination/Test

Harassment			
a. Non-sexual			
b. Sexual			
Medical Examination			
Pay Including Overtime			
Promotion/Non-Selection	#: 1 %: 100	#: 1 %: 50	#: 1 %: 100
Reassignment			
a. Denied			
b. Directed			
Reasonable Accommodation			
Reinstatement			
Retirement			
Termination			
Terms/Condition of Employment			
Time & Attendance			
Training			
Other			